

*Office Memorandum* • UNITED STATES GOVERNMENT

TO : Director of Training

DATE: 17 May 1957

FROM : C/JOTP/TR

SUBJECT: Personnel Management and Processing Problems Peculiar  
to OTR as They Apply to the JOT Program

1. These notes are submitted in the hope that they will be useful to you in your forthcoming talk with Mr. Stewart.

25X1 2. Except perhaps from the point of view of A & E Staff the NSA Testing Program has been an inefficient and costly operation which has not been so flexible nor has it reduced the time of processing as had been hoped for. In addition to that of JOTP, dissatisfaction in the way it has affected their offices has been expressed by [ ] and by the Recruiters. True it is that we shall have more EODs in June and July than ever before but this is more because of the increased emphasis placed on recruitment than effectiveness of the testing program. Although the problems of the various functions supporting JOTP have not been resolved, negotiations for the renewal of the contract are well under way. Mr. Stewart will probably raise a number of questions on this rather complicated process. 25

3. The arrangement of having a Personnel Officer located in the JOTP office has worked out admirably thus far. There will be the usual crash problems at EOD time in June which will be aggravated by the increased number we anticipate will come on board but [ ] has been warned about what to expect and seems confident that he has the situation under control. 25

4. If it is appropriate to suggest changes in recruitment techniques, I offer the following:

25X1 a. Point recruitment more directly at the JOT Program as a highly selected group being given an unusual opportunity. I feel that this year we have in large part run away from competition whereas we should have met it head on. The "shot gun" approach emphasizing numbers rather than quality has not been efficient. [ ] has, I think, "bought" this concept and will confine recruitment to the better and more productive universities and colleges. 25

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b. Develop a long range recruitment program. Get lists of Rhodes candidates, Fulbright, Woodrow Wilson, Rotary, Ford, and other fellowship holders, approach them before they go to their graduate studies, and provide follow up for those who are interested.

c. Make more use of our assets:

(1) Develop contact with State Department.

(2) [REDACTED]

(3) Push harder to get results from the [REDACTED]  
Consultant Contacts.

d. Restrict recruitment of women to those who have had at least a Master's degree, or business experience after an A. B.

e. Improve the "voluntary" recruiting techniques. We know that [REDACTED] made effective starts in this Program. I believe that people who know and believe in the JOT Program and who are affiliated with first-rate institutions can produce a goodly number of highly desirable candidates.

5. Our salary scale is a problem. I suggest: GS-5 for A. B. without military; GS-7 for A. B. with military or A. M. or LL.B; GS-9 for Ph. D.

6. You may wish to discuss the place, if any, of the Medical, Security, and Personnel Review Panel in the selection of JOT's. Recently it has appeared that the other members have challenged the Medical representative more than heretofore.

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[REDACTED]

[REDACTED]

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